

MANUFACTURING ACADEMY

The Manufacturing Academy is a workforce pre-employment training and employee recruitment program designed by local employers to prepare workers for manufacturing and aerospace careers. Employers hire directly from the talent pool for positions in production, machining, and assembly. This nine-week, 360 hour, 30-credit program is approved by local manufacturers with classes taught by industry professionals.

This program yields real benefits to the employers' bottom line by reducing the costs of hiring, increasing employee retention, and maximizing employee productivity.



The Challenge

The manufacturing and aerospace industry is expected to add several thousand jobs over the next year creating an increased demand for a skilled and adaptable workforce. Entry-level manufacturing positions require foundational manufacturing principles, soft skills, and basic math skills. Manufacturers are experiencing an absence of proficiency amongst incoming employees and candidates who lack the ability to effectively meet the technical requirements of the job, are able to problem solve, and who can work as a member of a team. The absence of these skills fundamentally contributes to the workforce shortages these companies are facing, and the growth and sustainability of the manufacturing industry is greatly impacted.

The Manufacturing Academy

Students are screened to meet employer expectations and qualifications before entering the program. They are interviewed and selected to participate in training by an employer interview panel. Pre-employment training is comprised of professional development career readiness, and advanced manufacturing. The curriculum is designed by the Manufacturing Academy Employers and is comprised of industrial math, basic manufacturing principles, basic electrical, blueprint reading, welding, LEAN principles, and multiple certifications such as OSHA and Forklift.

Classes are contracted through the Aerospace Joint Apprenticeship Committee, and are held at Bates Technical College. Students receive college credit for the program from Bates Technical College.

Critical partners included management leadership from WorkForce Central with Tacoma Community College responding to an RFP to develop and train individuals on soft skills for the workplace. Aerospace Joint Apprenticeship Committee oversaw the advanced manufacturing training and secured the instructors from Bates Technical College.

Our team learned that it is important to have a single point of contact for the employers to provide effective recruitment, screening and retention services and that it is critical to have employers engaged throughout.